



Legal





Your Sole Source for Expert Legal Recruiting

Attorney Recruiters with Deep Industry Knowledge

Whether you're an Am Law 100 firm or a mid-tier to Fortune 500 company, Lucas Group can help you find the premier legal talent that will make the difference between simply competing and consistently winning.

Law firms need attorneys who will propel them forward in a reliable and professional fashion. Everyone needs expert, flexible, and entrepreneurial lawyers who can help their clients solve their most complex and important legal issues here, or anywhere in the world.

We understand the unique characteristics of legal recruiting because we excel at understanding both our clients and the industry as a whole.

With expert legal recruiters based throughout the country, we're also abreast of industry trends.

Most of our legal recruiters are former practicing attorneys. They understand the distinctive dynamics of the field—the primacy of personal and professional reputations; the significance of career change; and the limited amount of time practicing attorneys have to navigate the nuances of the complex legal recruiting market.

Whether your firm needs a Senior Partner or your company seeks a General Counsel, Lucas Group can find the transcendent legal talent you need to compete in a global economy.



Movement within the legal industry is sensitive and complex. We help navigate those moves.

Mergers, acquisitions, and firm-to-firm or firm-to-corporate moves are delicate undertakings. Discretion is imperative, and careers hang in the balance.

We appreciate that hiring decisions impact companies, families, and careers.

We do our own exhaustive research and work closely with you to understand corporate culture, strategic objectives, areas of expertise, and how a premier legal recruiting firm can help you solve current problems and achieve long-term financial goals.

Everything we do reflects our deep understanding of the executive recruiting process.

We're in this for the long haul, and we'll work diligently to become a seamless, accessible, and complementary partner to your company or firm—helping you achieve increasingly aggressive business goals.

Lucas Group helps you hire with confidence. With legal recruiters across all major industries and offices around the country, we work with knowledge, speed, and confidentiality.

We are interested in becoming your long-term legal recruiting partner. Because of that philosophy, we treat our clients and our candidates with professional courtesy and discretion at every point in our relationship.

Shouldn't you be working with Lucas Group?





Local Knowledge and Global Perspective

Lucas Group legal recruiters understand the intricacies of local hiring markets and the significance of national and global trends.

That's a powerful combination and a distinct business advantage for our clients.

Recently, a legal firm working with our Atlanta office was able to leverage Lucas Group's unparalleled national network of qualified attorneys to place talented lawyers in Los Angeles, San Francisco, and Washington, DC.

Immediate results from a long-term relationship.

Our long-term approach separates us from the competition. Consider the experience of one of our clients, a Houston-based software company. They began their Lucas Group relationship through a search for a General Counsel. We found them a successful candidate in less than a week.

Given our success in quickly filling that position with a quality recruit, they turned to our Accounting and Finance group to help them find an accountant for their burgeoning operation. Again, we quickly found them the talent they needed to help build upon their success. Shortly thereafter, we placed another Legal Counsel in their law department.

Three important positions filled successfully in less than a month.

Isn't that the type of performance you need from a recruiting partner?



A Superior Approach to Legal Recruiting

The Lucas Group culture and methodologies drive superior business results for our clients.

Why? Because we have the best recruiters in the industry; we continuously train and educate them; we employ sophisticated and effective technology to enhance their skills; and we have a business philosophy that puts our clients above everything else.

The quality of the people we hire is the differentiator.

Roughly 90 percent of our legal recruiters are attorneys themselves. We ensure that our recruiters know how to quickly, efficiently, and effectively find the information they need to ensure success for our clients.

It's not easy to become a Lucas Group executive recruiter.

But once hired, they receive the finest, most systematic training in the industry. It begins with a month-long corporate training program at our North American headquarters in Atlanta and in their home offices.

We then match new recruiters with an experienced veteran who mentors them in the nuances of success. We continue their training through in-house and on-line training programs throughout their first year and beyond.

We combine that human capital with outstanding technology.

While people make the difference in our world, we augment that talent with one of the most sophisticated candidate databases in the world. It includes names, notes, contact information, and a complete history of interaction with people who are not active in the job market but are receptive to entertaining just the right offer.

You won't find these people through many of our competitors, and you certainly won't ever see them on a job board. But we know who they are; where they are; and what it would take to interest them to take the next step in their career.





We deliver at the very highest levels of the legal industry.

- We partner with leading law firms and corporate entities.
- We can find everyone from a promising associate to an experienced corporate counsel to a transcendent senior partner.
- In fact, we placed some 80 key partners around the country last year.

Few can compete with our legal recruiting track-record.



Your success is our success.

We have a different perspective on how to be successful in the legal marketplace and in executive recruiting as a whole.

By helping our clients succeed, our success will take care of itself.

As a corollary, we believe in treating our clients the way we like to be treated.

Our focus on long-term client satisfaction is sincere and ongoing, and it separates Lucas Group from the field.

The legal talent you need to succeed.

Corporate Counsel

Your business needs an effective corporate counsel. You require a problem-avoider and a problem-solver—someone who combines legal excellence with a keen appreciation for your corporate culture. You need a professional with the presence to relate on a peer level with senior leadership; the wisdom to effectively navigate uncharted waters (like a social media crisis); and the ethics and integrity to keep your company on solid ground while moving forward.

We work closely with you throughout the entire hiring process—and beyond—to ensure complete and long-term satisfaction.

Associate Search

Relationships are critical in the legal world. The associate you hire today may well be a future managing partner. Similarly, the legal recruiting firm you hire to find an associate today, may well become a partner for life.

Associates are the lifeblood of any law firm, and you need associates with keen intellect, unsurpassed work ethic, a strong ethical foundation, and excellent interpersonal skills. You also need professionals who understand the financial dynamics of the legal industry and can contribute to consistent firm growth.

We approach hiring an associate as importantly as hiring a partner. To find associates who will drive financial success, we conduct deep research, operate with complete discretion, and truly listen to your needs.

Partner Search

Partner movement is an established trend in today's highly-competitive legal market, and no one is better at recruiting and hiring partners than Lucas Group's skilled team of legal recruiting consultants.

Partner search requires research, deep industry knowledge, and unconditional prudence. It also requires understanding and managing the highly emotional nature of a partner search and placement. Lives, careers, and reputations hang in the balance and we act accordingly, affording our clients—and their prospective partners—complete professionalism and absolute discretion.

We can help you find the partners that fill a need for your firm. Whether it's an IP group in Washington, DC or a healthcare team in Dallas, we quickly, discretely, and effectively place transcendent senior talent.

Exceeding your legal recruiting expectations.

- Our goal is to be a trusted consultant who delivers tangible financial results for your firm or company.
- We are redefining the executive recruiting experience through the use of market data, analytics, and consistent and candid communication.
- We have long-term client relationships forged by long-tenured recruiters, and we experience very low recruiter turnover in an industry known for churning people.
- We will surround you with meaningful attention that fosters a long-term relationship.
- We work daily to exceed your expectations. We want to be your premier legal recruiting partner.

We have unmatched experience, breadth, and in-house research capabilities—all focused on finding the *right talent for you.*

We Listen. We Understand. We Deliver Results.

